

**California Department of Education (CERA)**  
Policy for Board Approval of Compensation

The Executive Director of the California Educational Research Association (the “Organization”) is the principal representative of CERA, and the person responsible for the efficient operation of the Organization. Therefore, it is the desire of the Organization to provide a fair yet reasonable and not excessive compensation for the Executive Director.

The annual process for determining compensation is as follows: The Organization’s Executive Board shall annually evaluate the Executive Director on his/her performance, and ask for his/her input on matters of performance and compensation.

**Board Approval.** The Executive Board will obtain research and information to make a recommendation to the full board for the compensation (salary and benefits) of the Executive Director on a review of comparability data. For example, the Executive Board will secure data that documents compensation levels and benefits for similarly qualified individuals in comparable positions at similar organizations. This data may include the following:

1. Salary and benefit compensation studies by independent sources;
2. Written job offers for positions at similar organizations;
3. Documented telephone calls about similar positions at both Organization and for-profit organizations; and
4. Information obtained from the IRS Form 990 filings of similar organizations.

**Concurrent Documentation.** To approve the compensation for the Executive Director the board must document how it reached its decisions, including the data on which it relied, in minutes of the meeting during which the compensation was approved. Documentation will include:

- a) A description of the compensation and benefits and the date it was approved;
- b) The members of the board who were present during the discussion about compensation and benefits, and the results of the vote;
- c) A description of the comparability data relied upon and how the data was obtained; and
- d) Any actions taken (such as abstaining from discussion and vote) with respect to consideration of the compensation by anyone who is otherwise a member of the board but who had a conflict of interest with respect to the decision on the compensation and benefits.

**Independence in Setting Compensation:** The President, who is a volunteer and not compensated by the Organization, will operate independently without undue influence from the Executive Director.

No member of the Executive Board will be a paid member of the organization, the relative of a paid member, or have any relationship with a paid member that could present a conflict of interest.

Date approved: